

Monthly BWIS Meeting

February 10, 2020



Attendees: 15

- I. Call to order by: Amber Aponte at 12:06 pm
- II. Comments or questions regarding minutes from last meeting:
- III. Report on BWIS activities:

a) Director of Membership

i. Membership Numbers:

1. There have been no new memberships.

ii. Treasurer's Report:

1. Please submit any receipts you have for expenses. Don't forget to submit the BSA Reimbursement Request form with your receipts (original copies only), available in the BWIS Share, from the Budget Officers, or the President.
2. The Speaker account has \$1,800 and the General account has \$10,000.
3. BWIS gratefully received an additional \$500 from the Physics Department (B. Mueller) towards the Goldhaber award.
4. When ordering food, please be specific on the reservation, including dates, the number of people we are ordering food for, and event title. Be especially clear on what event you are getting food for because we have several unknown expenses.
5. If a food or coffee order is placed, please copy BWIS President and budget officers (K. Convery and L. Smart).
6. A deadline of August 1st will be set to get in all your expenses for the end of the fiscal year.
7. All the TFCU expenses are on the Google Drive.

b) Director of Programs

i. Past Events:

1. 1/23 Edward Sierra - Enrico Fermi: Voyage to the New World

- a. Roughly 50 people attended the event.

b. We received a lot of positive feedback.

ii. Upcoming Events:

****If anyone has ideas for future speakers, please suggest candidates and provide contact information and check the BNL and ERG calendar for availability.****

1. Tracey Segarro (possible speaker)

- a. She is a public speaker and corporate trainer who teaches others how to use stories to communicate effectively.
 - i. She has done TED-style talks in the past.
 - ii. Stakeholders Office might be willing to support this event.
 - iii. We need to get back to her about available funding.

2. Senator Kirsten Gillibrand (S. Pepper)

- a. Her lecture would not contain anything political and would be mostly BWIS and OEP related. The topic for her presentation is not yet picked.
- b. This will be pursued and maybe she can come in March.
- c. Maybe align with ASAP November 15 Early Career Sym.

3. International Women's Day March 6th workshop

- a. A two-day event is planned for IWD:
 - i. "Women Perfectionists and How to Break Out of the Shackles" Workshop at BNL on March 6.
 - 1. Vivien asked if she could remove the word "Women" from the title.
 - 2. This talk could help with the Work Life Balance concerns in Culture IQ survey.
 - ii. Girl Power in STEM at Stony Brook University on Saturday, March 7th which is open to the public.
 - iii. To learn more and to register for free, visit:
<https://iwdgirlpowerinstem.com/>
 - iv. Registration is limited to 200 participants, first come, first serve basis.

- v. Volunteers are needed for this event. Contact Shruti or Vivien directly.
 - 4. We are trying to co-host another professional development workshop like we did last year with the Jamie Lee's workshop on negotiation skills.
 - a. HR has offered to co-sponsor another workshop.
 - b. Amber will meet with HR to discuss.
- iii. Outreach/Networking Events
 - 1. **TTN Event, August 11**
 - a. The Transitional Network (TTN): There will be a lecture and lunch event for women over 50 on Long Island. This is an organization of women over 50 who are continuing their career passions.
 - b. This could be a good opportunity for BWIS to network.
 - c. Susan Pepper will be a guest speaker.
 - 2. **BWIS/Cornell Cooperative Workshop**
 - a. CC will give a workshop called Bringing Up Boys, this is a two-hour workshop, similar to the Raising Girls with Confidence workshop that BWIS sponsored last year.
 - b. This would probably be in May.
 - 3. **High School Career Day:**
 - a. High School Career Day will be held on April 24th.
 - b. Contact Aleida Perez to volunteer—helpers always needed!
- iv. Work Life Balance Committee:
 - 1. Friday Feb. 7th the committee met and provided an update; Bob Lincoln is the champion.
 - 2. There are funds for initiatives in the Work Life Balance committee.
 - 3. They are looking to address some issues in the Culture IQ survey.
 - 4. Amber will share their agenda and mission with the board.
- v. Scientista Symposium 2020:
 - 1. The date and location have not yet been announced yet.

2. We should try to get involved, possibly have a table, and try to secure some scholarships.
- vi. Chasman Award and Goldhaber Prize
1. We are updating posters and flyers.
 2. Announcements have been made for application deadlines.
 3. For Goldhaber, this year's prize is \$2,500, made possible by funding from Brookhaven Science Associates as well as generous support from Fred and Suzan Goldhaber, the Brookhaven National Laboratory Nuclear Particle Physics Directorate, and the Long Island Chapter of the American Nuclear Society.
 4. For Chasman, this year's award is \$3,000, made possible by Brookhaven Science Associates, the Brookhaven National Lab Users Executive Committee, and the Long Island Section of the American Nuclear Society.
 5. Deadline for Chasman Award is February 29.
 6. Deadline for Goldhaber is April 1.
- vii. BWIS Summer Networking Event
1. BWIS may host a summer networking event in June (when interns are here).
 2. Since we had a large turn-out we should have people RSVP.
- viii. Directorate Inclusion and Diversity Council
1. We should ask Physics to organize or help organize I&D-sponsored Physics events.
- ix. I&D Management Council Meeting
1. I&D goals will be woven into Performance Appraisals.
 2. Next Quarterly Meeting with Management is 2/12/2020.
 3. DOE-Complex wide initiative to make contractual changes which make it easier for the DOE Labs to have onsite daycares is happening. Amber and others met with B. Lincoln to discuss possibilities of a daycare at Discovery Park. He will keep us informed.

IV. Open Issues:

a) **Culture IQ survey**

- i. Maggie shared the gender related data with us
 - ii. The categories that women answered less favorable in are:
 - 1. Accountability
 - 2. Valuing employee
 - 3. Communication
 - 4. Growth and development
 - 5. Work life balance
 - iii. Focus groups are being created to get specific details on why women answered less favorably in these categories. These are being held to get some action items out of this survey.
 - iv. EPS has already started to create focus group to look at this data.
 - v. We also received the gender analysis of the questions asked in the survey. Please try to think of ways we could address and try to fix these problems. Maybe we should have a separate meeting to discuss this.
- b) APS Survey**
- i. The APS (American Physical Association) has conducted an on-site visit. The data has been given to NPP.
 - ii. The APS makes suggestions and the lab is supposed to implement changes.
 - iii. We should look out for the report and feedback.
 - iv. Hopefully BWIS can be a part of focus group
- c) SWE Spring Visit?**
- i. We need someone to organize this event because G. Mattson is gone.
 - ii. As of now, only one person has volunteered.

V. New Business:

- a) Firoza suggested us being more involved with Girls Scouts
- b) Change the video on BWIS website (Jessica R.)
 - i. We should try to add videos of personal stories of BWIS members.
 - ii. Some statistics for each field could be a nice addition to the video.

- iii. And we should also mention how supportive BNL has been.
- c) Suggestion: if we would be interested in getting together and discussing relevant current articles. For example, the article on Emotional intelligence or 11 ways of Harassment in the Workplace.

VI. Action Items:

- a) Look at culture data and think of ways we can change this, whether there are workshops or discussions that we should have.
 - i. Schedule a meeting to talk about this.

VII. Adjournment at 12:50 pm